

### Participation Activities Menu Template

Full-time participation will be defined as at least 32 hours per week. All relevant activities, such as travel time, may be counted as part of the participation. Local areas in consultation with tribes should select activities from the template and describe what the standards will be for each activity to define their tribal participation requirements. The blank spaces are included so the local areas can add activities that are not shown but that are relevant to their local tribal participation.

Activities will be tracked by blocks of time, not actual hours of participation. Standards for part-time activities will be developed and have time block values assigned to them. The blocks of time would be measured as  $\frac{3}{4}$  time,  $\frac{1}{2}$  time, or  $\frac{1}{4}$  time.

	Activity	Possible Tribal Participation Plan	Local Plan Description for Your Area – Selected Activity, Reporting, and Plans to Operationalize	Block of Time
1.	<b>Unsubsidized Employment (including self-employment)</b> Working for an employer or one's self in an unsubsidized job.	Some traditional work such as fishing or berry picking may qualify as work activity under "employment" if such income meets DSHS' definition of earned income, self-produced income or self-employment income.		
2.	<b>Job Search</b> Activities that prepare a participant to look for work, such as learning interviewing skills and resume' writing. This also includes helping clients find job leads and contact employers.	Job search at $\frac{1}{4}$ time may be sufficient for tribal members living in rural areas with few available jobs.		

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3.	<b>Work Experience</b> Training that is provided by a business or government organization that allows a client to work on-site to learn basic employment skills under close supervision.	Traditional American Indian activities that perpetuate tribal culture and customs or benefit the tribe will meet work participation requirements under the Community Service program component. These include “subsistence” activities that are defined as the noncommercial, customary, and traditional harvest of wild, renewable resources for use as food, shelter, fuel, clothing, tools, or transportation. Activities that perpetuate the culture include teaching and participating in tribal arts and crafts, traditional dance, medicine, herbs, storytelling, assisting tribal elders, preparing for tribal ceremonies, etc.		
4.	<b>On-the-Job Training</b> A job that a client gets paid for while learning specific job skills. The program reimburses the employer for half the wages during the training contract, after which the employer retains the employee in the job. Can also include an element of formal training.	Tribal-owned businesses and businesses owned by tribal members located on reservations may participate in OJT programs.		

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5.	<b>Pre-Employment Training</b> Training that is designed for a specific employer or group of employees that lasts up to 22 weeks. Upon completion, a participant is given hiring preference by the employer for a job that pays higher than entry-level wages.	Training programs geared to clients for jobs available in Indian Country. Some short-term training such as training in casino gaming may be developed as pre-employment training. Pre-employment training is an activity equivalent to seeking employment. The employer must make a commitment to hire the participant upon completion of training.		
6.	<b>High Wage/High Demand Training</b> Training that can be completed within 12 months in specific high wage, high demand jobs. Currently, the specific occupations are in the healthcare and information technology occupations.	Training programs geared to clients for jobs available in Indian Country. Some high wage, high demand training may be approved if the client can get a certificate or degree within 12 months. A job that the tribe and partner agencies agree is “high wage/high demand” can be approved for 12 months of training.		

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7.	<b>Training Combined with Work</b> Part-time training that a participant who is meeting the WorkFirst work requirements is also engaged in to make up his or her full-time participation.	Add training to 20 hours of Community Jobs employment.		
8.	<b>Other Activities to help with issues such as family violence, mental health, substance abuse, homelessness, vocational rehabilitation, etc.</b> Engagement in activities that assist clients in dealing with barriers to employment. These activities can be counted as meeting the participation requirements. Job search or other activities should be added as soon as a client is able to participate.	Where available, tribal services can be accessed to help tribal members overcome these barriers.		

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9.	<b>Training for Seasonal Workers</b> Training for seasonal workers who work full-time during the on-season and go to school full-time during the off-season as a means to gain job skills to get full-time year-round employment.	Tribal members doing seasonal work such as fishing can combine basic education and job skills training for a better job during the off-season.		
10.	<b>Community Jobs</b> Subsidized employment of at least 20 hours a week that is closely supervised and during which a participant learns basic workplace etiquette and skills to keep a job. Usually combined with basic skills or other training.	A tribe may contract to provide Community Jobs. Tribal governments, tribal businesses, and tribal organizations may also serve as host agencies for a Community Job.		

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